



Annual Awards Celebration

The 2004 Department of Administration Annual Recognition Awards ceremony was held on the beautiful sunny morning of November 10th. The patio area was a sea of ADOA employees anxious to find out who would be the winners of the Team of the Year, Supervisor of the Year, Employee of the Year, Career Excellence recipient and Public Service recipient.

SUPERVISOR OF THE YEAR - Don Fitzpatrick, Assistant General Manager Facilities, Operations and Maintenance, General Services Division.

Don has worked many evenings and weekends to ensure that employees have a safe working environment. Don works alongside his crew, cleaning up wind damage on State property or mopping floors during water-main breaks. Don has a vast knowledge of air conditioning, maintenance and grounds keeping which enables him to guide his team. He devotes time to each employee individually to ensure issues and concerns are addressed. Don and his team took on a challenge this past summer when Arizona was faced with possible rolling blackouts due to a major transformer fire. He and his team were required to ensure that all State buildings adhered to the Governor's request that air conditioning temperatures in the buildings were increased and the lights turned off at certain times of the day while maintaining the integrity of the systems and safety of State employees. Congratulations Don on being named ADOA's 2004 Supervisor of the Year.



CAREER EXCELLENCE AWARD

This award was presented to two individuals this year.

Mike Totherow, Chief Technology Officer, Information Services Division.

Since joining ADOA in 2002, Mike has lead the HRIS infrastructure efforts to the successful implementation of the new statewide payroll system. He also lead a critical team associated with the State's new self insurance program AZ Benefits Options/Doctor Search/Website and leads a critical component of the Statewide Telecommunications Outsourcing Project.

Mike is involved in many organizations such as the Information Technology Advisory Council (ITAC); the Chief Information Officers Council (CIO); the Telecommunications Executive Governance Committee (TEGC); the Arizona Telecommunications and Information Council (ATIC). Mike has been a guest speaker at ECURE 2000, a conference sponsored by Arizona State University which is dedicated to preservation and access of digital college and university resources. Congratulations Mike.



Our dual-recipient for Career Excellence is **Greg Vokoun**, Policy and Compliance Manager for the Financial Services Division.

Greg is a Certified Public Accountant, a Certified Fraud Examiner and a Certified Government Financial Manager. This past year he earned the Certified Government Auditing Professional and Certified Internal Auditor designations. Greg is in the process of completing his Masters degree.

Greg encourages his staff to obtain certifications that he realizes are critical to one's knowledge base. Greg has provided training classes to the GAO staff. He has been instrumental in developing policies and procedures for the State accounting office.

Greg never stops developing his knowledge in accounting and management. Congratulations Greg.



(Continued on page 4)

A newsletter for employees of the Arizona Department of Administration regarding agency employees and created by employees.

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Alternative Formats

This document is available in alternative formats.

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The Director's Corner



Betsey Bayless

It has been another BRAVO! Year at ADOA!

ADOA has so many talented employees who have made significant contributions and accomplished so much throughout the year through dedication, creativity and teamwork.

On November 10th we celebrated employee excellence with our 2004 Department of Administration Annual Recognition Awards program. This year there were 98 nominations submitted representing 365 employees. Congratulations to all the nominees of this year's Annual Awards and special congratulations to the award recipients.

I am proud of all of you and of this great agency. We are significantly changing State Government with ...

- Human Resources Information Solutions (HRIS)
- Arizona Benefit Options
- Value in Procurement
- Telecommunications programs
- And much more.

You have all made these accomplishments possible. Thank you for your hard work and valuable contributions.

ADOA's Cause for Applause instant recognition program is one of the best ways to recognize our fellow employees on the spot for doing a job beyond expectations. This year we recognized 955 employees.

This year we also recognized 146 milestones honoring years of service:

67	5 Years of Service
30	15 Years of Service
9	25 Years of Service
23	10 Years of Service
14	20 Years of Service
3	30 Years of Service

Thank you for your commitment and dedication to making ADOA the successful agency that it is... Serving State Government with Leadership, Pride and Innovation.

I wish you all a happy and safe holiday season.

Betsey Bayless



The person who makes a success of living is the one who sees his goal steadily and aims for it unswervingly. That is dedication.

~ Cecil B. DeMille

CAUSE FOR APPLAUSE

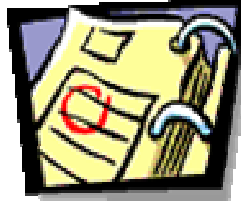
ADOA's *Cause for Applause* instant recognition program allows you to recognize fellow employees on-the-spot for doing a job beyond expectations. The program minimizes procedures and maximizes immediate feedback. Cause for Applause certificates are available through your division coordinator or find an electronic copy on your local area network.



Mark Your Calendar

Every Tuesday **Toastmasters Meeting**
at noon in room 400A

Every Thursday through May 12th - **Farmers and Food Market** - west side of Wesley Bolin Park



December

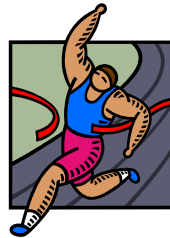
24th State Holiday – Christmas Eve

31st State Holiday - New Year's Eve



January

9th Rock 'n Roll Marathon and 1/2 Marathon



Wise Words

"To laugh often and much; To win the respect of intelligent people and the affection of children; To earn the appreciation of honest critics and endure the betrayal of false friends; To appreciate beauty, to find the best in others; To leave the world a bit better, whether by a healthy child, a garden patch, or a redeemed social condition; To know even one life has breathed easier because you have lived. This is to have succeeded."

~Ralph Waldo Emerson

November/December Milestones

Five years

FSD Joyce Rhine
GSD Joe Cole
HR Lisa Morris
ISD Daniel Smith

Ten years

ISD Karen Jennings, Richard Hol-
leran, Richard Miller
FSD Carl Lewis, Sam Tekien
HR Deborah Casdorph
MSD Brian St. Andre

Fifteen years

GSD Maria Altamirano

Twenty years

GSD Frank Bravo, Faye Miles
HR Jaime Soto
ISD Karl Eberhardt

Twenty-five years

GSD Carmela Lugo, Daniel Nino
FSD Gail Maternowski

Thirty years

HR Ben Levine



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PUBLIC SERVICE AWARD

This year we have two recipients - **Lillie Hines**, Financial Services Division and **Armando Morago**, Information Services Division.

Lillie Hines has spent dozens of weekends and evenings throughout the year performing public service health awareness services. Lillie brings awareness of diabetes, high blood pressure, stroke risks and heart disease to members of the African American, Native American and Hispanic communities in the Phoenix area. She has lectured at many health fairs and colleges in the Greater Phoenix Area. Congratulations to Lillie Hines.



Armando Morago works closely with the City of Avondale performing fundraising for the Southwest Hispanic Culture Association. He preserves traditional values of the Hispanic Heritage in the community and encourages children to be proud of their heritage by performing and entertaining throughout the community. He helped create a group called Mariachi Estrella Azul that performs cultural dances throughout the State of Arizona. Through his work as President of the Southwest Hispanic Culture Association, he has the opportunity to educate the community. By providing opportunities to children, he brings satisfaction and pride to their lives. Congratulations to Armando Morago.



TEAM OF THE YEAR - Human Resources Information Solution Project Team (HRIS)

The goal of the HRIS Project Team was to implement a system to deliver payroll, personnel and employee benefits functionality. The Project Team initiated the new system on December 29, 2003. It is the State's first web-based mission-critical application and it is the first step in providing a firm foundation for future e-government initiatives.

Congratulations to the entire team.



EMPLOYEE OF THE YEAR - Abigail Cooksey-Williams, Rideshare Program Administrator, Management Services Division.

Abby has administered the Capitol Rideshare program for more than ten years. Abby continually looks for ways to make a difference. The Capitol Rideshare website is promoted to State employees and Abby has made sure that there is a feedback loop on the website so the department can receive comments from State employees.



With Abby's talent and background in Marketing, she was approached by Human Resources to serve as a member of the Open Enrollment Implementation Team.

She served as the team lead of the Communications Team. Some of her notable accomplishments as a member of the team included:

- Developed the new name and logo for the Arizona Benefit Options program.
- Created an overall marketing plan that included outreach to not only employees and retirees but also to key stakeholders such as the legislature, agency directors, agency benefit liaisons and the media.
- Developed press releases, payroll stuffers and newsletters that communicated key messages about the new Arizona Benefit Options Program.

Credit goes to Abby for the program's key message - It's About Choice...It's About Value... It's About You. Her willingness and dedication to help Human Resources is an excellent example of someone who goes above and beyond her assigned duties. Congratulations Abby.

The Director's Special Recognition of Excellence - Self Insurance Implementation Team

A new award category, The Director's Special Recognition of Excellence, was added this year. This category recognizes either a team or individual that has shown outstanding performance either through teamwork on a time sensitive project or as an individual through excellence in services provided through State government or community involvement. The recipient of the first Director's Special Recognition of Excellence award is the Self Insurance Implementation Team.

This team had only four months to implement a project that typically takes nine months or longer. The fact that 70,000 State employees and retirees would be subject to a change in their health coverage was something that could not be taken lightly. It was critical that an implementation team be established that would work fast and hard. Approximately 50 employees, from HRD, MSD, ISD, Risk Management, and State Procurement were involved in the implementation of the Arizona Benefit Options Program.

The major challenges the team faced were time and the resistance to change. The major way to overcome these challenges was to plan and communicate.

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The team successfully enrolled over 58,800 employees and retirees in the new Benefit Options program. This team was an excellent example of how employees working together can accomplish great things. Congratulations to the entire Team.



“My Boss is a Hero” Patriot Certificate

It is with great pride that Betsey Bayless and ADOA presented the “My Boss is a Patriot” Certificate to one of our own employees. The Patriot Certificate recognizes deserving employers whose support and good will are important to retaining highly skilled and qualified members of the Guard and Reserve. The Office of the Assistant Secretary of Defense has presented the Patriot Certificate to the State of Arizona, but more importantly to **Kayelen Rolfe**, Manager, Travel Reduction Program Management Services Division.

Kayelen has gone above and beyond what any reservists could expect from an employer. Recently David Oihus, an employee of the Travel Reduction Office, was reinstated and deployed to Fallujah. Kayelen made numerous inquiries ensuring that he received all applicable benefits for himself and his family. She contacted Human Resources, Benefits, Payroll and the Assistant Director to guarantee that David and his family would receive the maximum possible support during his deployment. Her extensive efforts on David’s behalf have given David and his family peace of mind. Kayelen’s efforts were deeply appreciated.



Betsey and Kayelen with David Oihus’ wife Michelle and his children.

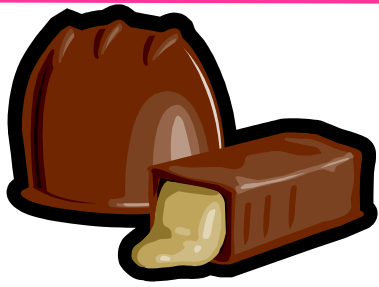
SURVEY SAYS . . .

Whether it is a candidate running for election or a television station, everyone wants your opinion and so do we. *News and Views* is your bi-monthly newsletter about happenings around ADOA. The newsletter staff wants your opinion on how we are doing in giving you the kind of information that is of interest to you.

In January, there will be a special survey to gather your opinion of *News and Views*. You can complete and submit the survey on-line so there are no messy pages to fill out. Please be watching for this survey and let us know what you like, don’t like and how we can make changes to your newsletter to make it more enjoyable for you.



SECC Chocolate Lovers Fest



Capitol Police



Connie Geesey - HRD



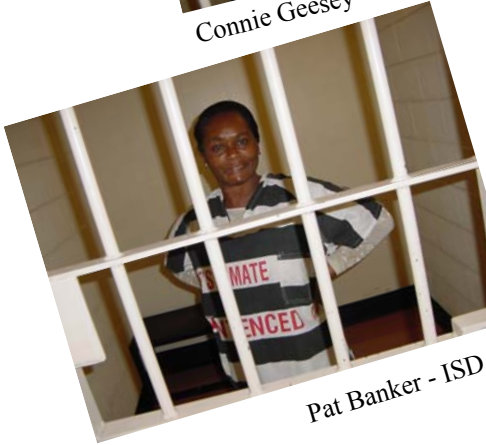
Alan Ecker - DO
a.k.a. Al Capone



Angela Fischer - Legal
Services



Saretha Jones - FSD SPO



Pat Banker - ISD



Frank Hinds - FSD Risk
a.k.a. John Ashcroft



Paula Hollins - FSD GAO

Jail & Bail




Karen Jennings - ISD



Theresa Johnson - FSD GAO



Betty Topar, Joanne Brooks - GSD
a.k.a. Bonnie & Clyde's younger sister



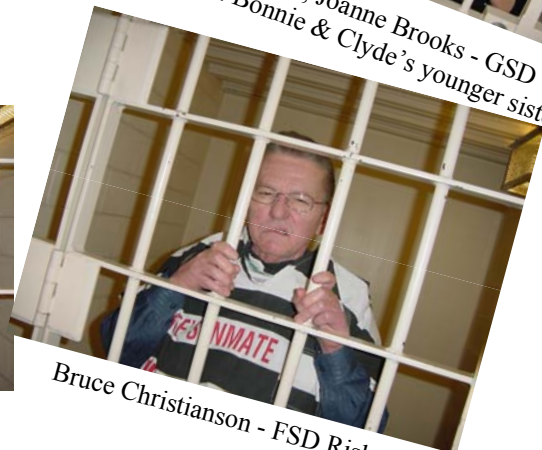
Warren Whitney - GSD



Eric Wall - MSD
a.k.a. Baby Face Nelson



Joyce Wright - MSD



Bruce Christianson - FSD Risk



Regina Bernal - MSD



Ray DiCiccio - FSD Risk
a.k.a. Buggy Malone



Donna Andrews - DO
a.k.a. Jennifer Lopez



Terry Linkous - ISD



Matt Marino - FSD SPO



Ron Loyd - HRD



Chris Marino - HRD



Rob Salanski - HRD



Joellyn Pollock - HRD



Candee Samora - FSD SPO



Ron SantaCruz - FSD



James Scarboro - FSD SPO



Shirley Alexander - MSD
a.k.a. Sharon Osborn



Paul Shannon - DO



Phyllis Anderson - HRD



Mary Berrelez - GSD

2004 ADOA SECC

Photo Highlights



Great job ADOA! Thanks to the hard work of the 2004 ADOA SECC Team and the generous contributions by ADOA employees, we met our dollar goal of \$60,616. As cash and paper pledges continue to be tallied, we are up over \$63,000 with participation from more than 51.2% of employees.

But the real reason to celebrate...

is that together we have given the greatest gift of all to the people who receive our donations - HOPE! Our donations will go to a number of outstanding charities to improve the lives of people in our community.

Chocolate Lovers Festival/Silent Auction...

The popular Chocolate Lovers Festival/Silent Auction returned this year, packed with lots of yummy goodies and some fabulous auction items. This event was a huge success yielding over \$1,400 for the SECC. . . thanks to our chocolate lovers and auction bidders.



A Taste of Italy Basket. One of many fine items in the Basket Raffle.



The Basket Raffle was a huge hit this year. There were eight baskets that raised over \$2,000 for the campaign. Thanks to all that bought raffle tickets and congratulations to the lucky winners!

Tostada Sale & Southwestern Breakfast Burritos.

Thanks to the efforts of the special events committee led by Candee Samora, the Tostada Sale and Southwestern Breakfast Burrito sales were a big hit this year.



Lock 'em up!

Without a doubt, the most popular activity during the 2004 SECC campaign was the Jail & Bail. Thanks to the efforts and organizational skills of Gina Weiers and the Capitol Police crew, the Jail & Bail raised over \$1,800.

SECC Meetings, thanks for attending and thanks for your contributions!

Angela Fischer, ADOA SECC Coordinator, organized over 20 SECC informational meetings with attendance nearing 400. She summed up the experience in these words, "It was inspiring to see so many people interested in helping others, really listening to our guest speakers and being moved by the SECC video. Thank you so much for your contributions for believing that you can make a difference in this complex and amazing world."



ADOA Celebrates with Song . . .

Connie Geesey - HRD and daughter



Faye Miles - GSD



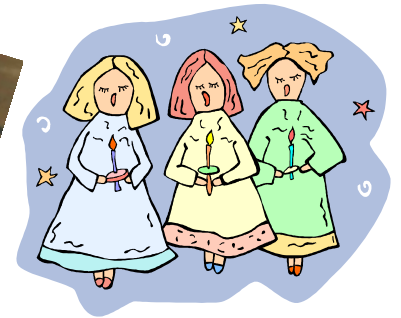


... and Dance





39th Annual Holiday Concert Series at the Capitol





Marcell Cox Leaves ADOA to Serve His Country

Officer Marcell Cox with the Arizona State Capitol Police reported for active duty on October 18, 2004 in support of Operation Iraqi Freedom. Marcell is a Sergeant with the U.S. Army National Guard, 860th Military Police Company and will serve our country for 18 months.

Marcell's mother and his wife, Officer Maggie Cox, with the Phoenix Police Department joined friends and co-workers to wish him a safe and speedy return home. Marcell and Maggie have a young son, who was able to stay awake for the entire event.

Marcell will train in the states for some time before leaving the country. He can be reached at

Marcell.cox@us.army.mil. His address for regular (paper) mail is:

Sgt. Cox, Marcell
Attn: 860th MP Company
In care of 643 ASG
Fort Polk, Louisiana 71549-5523



Yet Another AzSPO Contract Show Is Written Into the History Books

On October 20, 2004, the Arizona State Procurement Office (AzSPO) held the 2004 State Contract Show at the Phoenix Civic Plaza. The show was opened by comments by Betsey Bayless, Director of the Arizona Department of Administration, who stressed the importance of continuing the vital relationships that have developed over the years between the State and the supplier community. The theme was "Equity in State Contracting" and hosted the first annual Governor's Diversity Summit. The Summit was a forum for the Governor's Equity in State Contracting Initiative (EISC) which focuses on increasing State utilization of small, women-, and minority-owned enterprises. Nicole Davis, Deputy General Council to Governor Napolitano, opened the Summit with a challenge to the State procurement community to assist small, women-, and minority-owned businesses to meet the challenges of doing business with the State.

The Diversity Summit featured a panel discussion: "State of Arizona and Small Business: Partnering for Success." Anna Chavez, Director of Intergovernmental Affairs, Office of the Governor, served as the panel moderator. Panel members addressed the benefits and challenges of doing business with small, minority and women-owned firms. Panel participants included Joe Yuhas, Arizona Department of Commerce, Donna Davis, President/CEO DIR Group Event Management and President of the National Association of Women Business Owners, Peter Hemingway, Senior Vice President, AZTEC Engineering, and Milagro "Millie" Gonzales, Scott Business Group and President of the United Latino Business Coalition. Topics included how public procurement practitioners can recruit suppliers and create effective contracting partnerships with small, minority- and women-owned businesses. Panel participants shared their personal experiences of interacting with State procurement officials and systems. Governor Janet Napolitano spoke on the importance of the Equity in State Contracting Initiative in her administration. Attendees included over 200 procurement officials from Arizona State Government.

More than 650 employees from State agencies, towns, cities, districts walked the burgundy carpeted isles and visited pointed booths where suppliers showcased the available on statewide contracts. The exhibitors and non-profit organizations and cooperative contractors.

schools, and fire and water districts the more than 124 silver state-of-the-art products and services show featured set-aside suppliers as well as statewide cooperative contractors.



AzGU's Third Annual Education Fair

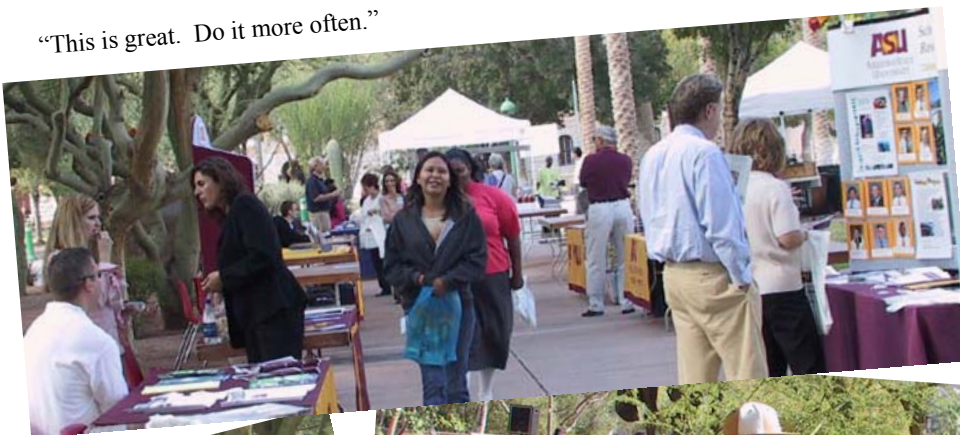
Arizona Government University (AzGU) held its third Annual Education Fair on Tuesday, November 9th, to provide Arizona Government employees the opportunity to explore options with many colleges and universities all in one place. This supports AzGU's mission to "...enable employees to develop professionally..." and the Human Resources Department's vision of "attracting and retaining the best employees."



Over 800 Arizona Government employees took control of their own careers and learned what 30 colleges and universities have to offer them. There was so much interest generated in some of the college and university programs that several schools had to call for backup support to bring them more materials to hand out. All 30 colleges and university vendors indicated that the Education Fair was beneficial for them in getting the word out about their institution. They appreciated having so many interested employees attend. Two different schools claim they had over twenty-five people register for more specific information and potential matriculation.

Seventy-four attendees completed the AzGU Education Fair survey and seventy-three of them indicated they found some interesting personal and career development opportunities. Sixty-three respondents (86%) indicated that they intend to contact one of the schools for further information or to complete an entrance application. You can learn more about any of the schools by visiting the AZ Educational Consortium website at azec.org. The AZGU Education Partners Committee will meet in December to begin planning the spring Tucson Education Fair for government employees in the southern half of our State.

"This is great. Do it more often."



"I found two certificate programs I am interested in looking at."

"Every year gets better and we thank you very much."

"I'm looking for classes just for fun. Something interesting."



Employees of the First Quarter



Congratulations to those named
Employee of the First Quarter
from their divisions.

Carla Harris	FSD/GAO
Jon Vella	FSD/Risk Mgmt
Lynn Heffington	GSD
Janet Nardecchia	HRD
Karl Eberhardt	ISD
Michelle Brooks	MSD
William Proctor	CP

Arizona State Hospital Receives Another Recognition

The Arizona State Hospital, Civil and Adolescent Behavioral Health Facilities, has received international recognition. The Design Build Institute of America hosts an annual conference to celebrate and recognize the best design build projects. On November 4, 2004, in Chicago Illinois, the Civil and Adolescent Behavioral Facilities was awarded a Merit Service Award. The Merit Award is given to a "project" that best utilizes design-build techniques that meet or exceed the end user's expectations. The contenders for this international honor included entries from as far away as Abu Dhabi of the United Arab Emirates.

Client satisfaction was the primary goal from the onset of the project. The vast categories of client groups recognized and identified included the Governor's Office, the Legislation, the Arizona State Hospital Capital Construction Commission, the Arizona Department of Health Services, hospital staff, patients, parents of patients and neighborhood associations. Gould Evans Architects and McCarthy Brothers Building worked diligently with the State Hospital and ADOA to fulfill all goals.

The Merit award gives tremendous national and international recognition for the first State Vertical Design-Build Project directed by **Bruce Ringwald** (General Manager, Construction Services) and **John Sempert** (Project Manager Construction Services).

In addition, the Arizona State Hospital Adolescent Behavioral Facilities was previously honored by receiving the Crescodria Award from the Valley Forward Association. The Arizona State Hospital and the Department of Administration can proudly boast of awards for its construction and environmental merits.



Ask the Experts

Spotlight on Human Resources Division

I hear there's a hot new website for State jobs. Is this true?

Absolutely. All State of Arizona government jobs will soon be found at one site – azstatejobs.gov. This website is a component of a new, paperless recruiting and hiring system that will be shared by all departments and agencies in State government.

How easy is this system to use?

It's quite simple. This website will allow you to:

- Search for job openings by job description keyword, job type or job name.
- Nominate yourself for advertised vacancies.
- Create résumés online – using a résumé builder or cutting and pasting from a word-processed document. Azstatejobs.gov will replace our current Resumix résumé system.
- Edit and instantly update previously submitted résumés and cover letters.
- Establish a personal, confidential account (optional) where you can receive automatic notifications of job openings of interest.

I recently checked the website and found only Arizona Department of Corrections (ADC) jobs. Is this the only department currently using the system?

For right now, yes. ADC is the pilot agency for azstatejobs.gov. This pilot will conclude by the end of this year. Implementation for all other agencies will begin at the end of January and will be completed by the end of March 2005.

This system seems great for job seekers, but I work in staffing and recruitment. Will this system help me?

Absolutely. Recruitment staff using this system say it's a faster and friendlier way of doing business. When fully implemented, the entire recruitment and hiring process can be handled electronically – from the initial Request to Fill a position through the review and actual hiring process. After the hire is made, the system provides for the electronic clearance of the hiring list, and then the applicant's online information is transferred to HRIS to populate the new hire information – reducing the amount of data entry required when a new hire is entered in the system.

What has ADC's experience been with the system?

Significant benefits have already been realized. Over 6,500 people have visited azstatejobs.gov and 900 have applied for jobs. The workload on the ADC recruiting staff has been reduced. They no longer have to copy résumés and prepare paper hiring lists for hiring managers. They simply email an electronic hiring list to those managers. Recruiters are able to review applicants on a daily basis rather than waiting for the job closing date. This allows recruiters to distribute their work over a more manageable timeframe and complete their assessment of candidates more rapidly. As a result, hiring managers receive hiring lists at least five days earlier than with the current system.

All in all, azstatejobs.gov will make the entire job search and hiring process easier for everyone.

How current are the operating and application systems?

ADOA is fortunate to be aggressive in its policy of upgrades and keeping abreast of the latest versions. We make a point to update the file server and desktop hardware every three years on a rotation cycle. As soon as operating system updates are fully tested internally and deemed to be safe, they are updated at the desktops. File storage systems have the most up-to-date versions and the GroupWise email system is kept current as well.

Cleaning Up Your GroupWise Account Tech Tip



It is important to keep your GroupWise mailbox clean and organized. Not only will it help you to be more efficient, it will help the system administrators to back up and maintain the system in a timely manner.

There are several steps that you can take to clean up your GroupWise email.

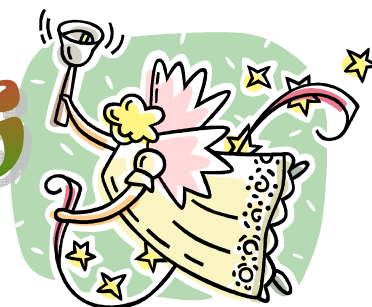
1. Delete all unneeded email in the main mailbox.
2. Delete old calendar items.
3. Delete all unneeded email in the sent items folder.
4. Create folders in the Cabinet and move messages you want to keep into the folders.
5. Periodically clean unneeded messages in all of your folders.
6. Archive email you want to save but do not need to have online.
7. Empty the trash folder periodically.
8. Clean up your Frequent Contacts address book of old unused or no longer valid addresses to prevent undeliverable messages.

Many of the cleanup and archiving steps can be set to automatically occur. Set these under **Tools | Options | Environment** then click on the Cleanup tab and set your options to auto-delete, archive and empty to the number of days you desire. Please note, that moving items to folders does not prevent them from being affected by the delete options. However, the delete options do not affect anything that you have put in your Archive mailbox.

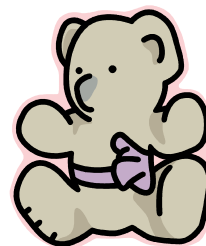
You may also set up your Junk Mail folder to empty automatically on a regular interval. Under **Tools | Junk Mail Handling** set the folder to automatically delete junk mail after the number of days that you desire.

If you have questions regarding the GroupWise cleanup features, please contact the LAN Help Desk at 602-364-4444 Select Option 3, then Option 1.

ADOA Holiday Angels



The ADOA Holiday Angel Project is beginning its thirteenth year of assisting ADOA families who are experiencing hardships or coping with a variety of difficult situations during the holidays. This year, thirty-five families that include 104 children are participating in the program. Each year, one of the concerns of the families has been the need for groceries. This year, ADOA employees are making contributions for gift certificates to grocery stores. In addition, employees from each division are purchasing gifts for all the children.





People on the Move



Division	Welcome	Good-bye, Good Luck
Financial Services	<ul style="list-style-type: none"> Barbara Clay - transfer from Department of Emergency and Military Affairs Scott Geiger - new hire Rhoda Gutsche - new hire Marla Grossman - new hire Debra Rittenback - new hire Rana Schultz - new hire Natasha Wilhelm - new hire 	<ul style="list-style-type: none"> Paula Arnett - left state service Jolynn Carlson - left state service Leslie Marquis - left state service Michelle Tessier - left state service Marcia West - transferred to Department of Tourism John Zatarski - left state service
General Services	<ul style="list-style-type: none"> Matthew Acosta - new hire Fenel Estime - transfer from ADOT Robert Gerome - reinstate John McNally - new hire Gary Nelson transfer from Juvenile Corrections Javier Perez - new hire Robert Spivey - new hire Steve Summers - transfer from ADOT 	<ul style="list-style-type: none"> Ora Douglas - left state service Seledonio Zambrano - left state service
Human Resources	<ul style="list-style-type: none"> Beverlyn Marshall - new hire Carolyn Pitre Wright - new hire Wendy Walther - new hire 	<ul style="list-style-type: none"> Robert Dyer - left state service Norma Carrillo - transferred to Revenue Lula Sharp - transferred to AHCCCS Shellee Suber - transferred to Public Safety Personnel Retirement System Laura Thomas - transferred to Land Department
Information Services		<ul style="list-style-type: none"> Raymond Czech - retired Patricia Gulliford - left state service Marilyn Melhad - retired
Management Services	<ul style="list-style-type: none"> Lawrence Giammarino - new hire William Newell - new hire 	<ul style="list-style-type: none"> Jody Gloeckner - left state service Dante Marola - left state service William Proctor - retired Betsy Rauch - left state service